



STATE OF NEW JERSEY

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

In the Matter of R.C.S., Sheriff's
Officer (S9999R), Cumberland
County

CSC Docket No. 2017-3764

Medical Review Panel Appeal

ISSUED: September 10, 2018 (BS)

R.C.S., represented by John P. Rowland, Esq., appeals his rejection as a Sheriff's Officer candidate by the Cumberland County Sheriff's Office and its request to remove his name from the eligible list for Sheriff's Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was brought before the Medical Review Panel on May 18, 2018, which rendered the attached report and recommendation on May 18, 2018. No exceptions were filed by the parties.

The report by the Medical Review Panel discusses all submitted evaluations. The Panel concluded that the test results and procedures and the behavioral record, when viewed in light of the Job Specification for Sheriff's Officer, indicate that the candidate is mentally unfit to perform effectively the duties of the position sought, and therefore, the action of the hiring authority should be upheld. The Panel recommended that the applicant be removed from the eligible list.

CONCLUSION

The Job Specification for the title, Sheriff's Officer, is the official job description for such county positions within the civil service system. According to the specification, Sheriff's Officers are involved in maintaining order and security in a courtroom, serving court processes, criminal identification, ballistics and investigation, and the apprehension of criminals. Examples of work include: the field and office work necessary to serve and execute warrants, writs, court orders, summonses, subpoenas, and other documents directed to the Sheriff; making

arrangements for the sequestering of juries; guarding and transporting prisoners; testifying in court; collecting monies to satisfy legal debts as ordered by the court; taking fingerprints; analyzing, indexing and classifying according to the F.B.I. version of the Henry System; examining bullets and fragments to determine the make and caliber of weapons involved in crimes; testing fired weapons in evidence and comparing test bullets with those on the crime scene; conducting criminal and other special investigations; locating and apprehending violators of the law; conducting classes related to departmental functions; operating a variety of communication equipment; providing security at public functions and county facilities; and conducting search and rescue operations.

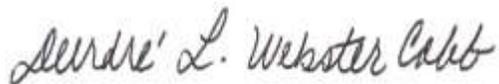
The Civil Service Commission has reviewed the job specification for this title and the duties and abilities encompassed therein and found that the psychological traits which were identified and supported by test procedures and the behavioral record relate adversely to the appellant's ability to effectively perform the duties of the title. Having considered the record and the Medical Review Panel's report and recommendation issued thereon and having made an independent evaluation of same, the Civil Service Commission accepted and adopted the findings and conclusions as contained in the attached Medical Review Panel's report and recommendation.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that R.C.S. is psychologically unfit to perform effectively the duties of a Sheriff's Officer and, therefore, the Commission orders that his name be removed from the subject eligible list.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 5TH DAY OF SEPTEMBER, 2018



Deirdre L. Webster Cobb
Chairperson, Civil Service Commission

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Attachment

c: R.C.S.
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